

# Lapidary Foundation

## Annual Report

2024-25

*3 Years of Thoughtful Transformation*



“I wish I had access to the same fellowship opportunities that the [Lapidary] Foundation is offering. These learnings are a life skill, which can be used in one’s chosen career, or anywhere.”

*Justice Aftab Alam,  
Former Judge, Supreme Court of India.*





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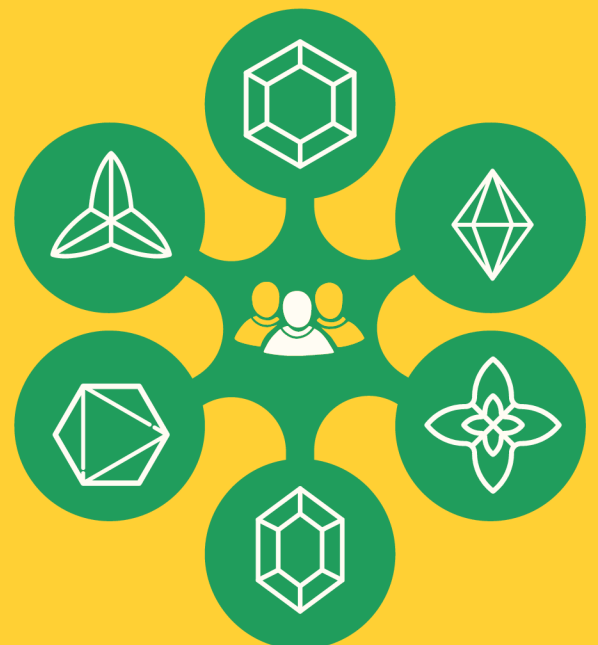
# Founder Trustee's Message

I am proud to share with you our Annual Report for the year 2024-2025. Three years ago, we began this journey with the belief that a holistic legal fellowship program could be a powerful tool for transformation in Kashmir—a region where systemic barriers, isolation, and conflict continue to limit opportunity. Today, I can confidently say that our belief has proven right. What started as an idea with nine brave students has evolved into a robust program, a thriving community, and a growing ecosystem for lasting impact.

## Our Identity: New Name, Same Purpose

On November 5th, 2024, we introduced ourselves publicly as **Lapidary Foundation**. This change, formally ratified at our August 2024 Advisory Meeting, represented a strategic shift toward greater brand clarity and distinction. We needed an identity that could stand independently, speak to our methodology, and carry us forward with purpose. This allows our identity to be defined by our unique process of nurturing potential, rather than by a single academic field, as we look toward future expansion.

Lapidary refers to the precise, patient art of cutting and shaping raw material to reveal its inherent brilliance. Every fellow who joins us brings potential, strength, and clarity waiting to emerge. Our role is to help them sharpen those qualities and carry that brilliance into the world. And while our name may have changed, our mission remains the same.



## Looking Forward

We're forming a governance board of local luminaries, formalizing an internship panel, and strengthening alumni engagement to build sustainable mentorship networks. We will continue to grow with intention, anchoring our decisions in data, building robust feedback mechanisms, and ensuring that as we scale, we remain true to the values that define us: integrity, care, and unwavering responsiveness to our fellows' needs.

We are an institution that has been able to transform lives through the integral support of our entire ecosystem. To our trustees and advisors who provide strategic guidance; to the firms where our students secure placements; to our faculty who contribute their precious time and expertise pro bono; to our alumni who mentor and inspire; to our partners like Vahura and iProBono who amplify our impact—thank you. Your collective faith and investment make transformation possible.

Warm Regards,

**Talha Salaria,**

Founder Trustee, Lapidary Foundation



# Our Mission & Vision

**OUR VISION:** TO CULTIVATE A GENERATION OF WORLD-CLASS LAWYERS AND LEGAL PROFESSIONALS FROM CONFLICT-IMPACTED ZONES LIKE KASHMIR, FOSTERING JUSTICE, EQUITY, AND LEADERSHIP.

**OUR MISSION:** EQUIP UNDERREPRESENTED LAW STUDENTS WITH TECHNICAL KNOWLEDGE, SOFT SKILLS, MENTORSHIP, AND PROFESSIONAL OPPORTUNITIES, ENABLING THEM TO THRIVE IN THE LEGAL ECOSYSTEM AND CONTRIBUTE TO SOCIETAL DEVELOPMENT.



# Key Achievements for the year

- In 2024–25, 100% of Cohort 3 fellows completed the fellowship program and were placed at internships across leading firms nationwide. These ten students from Vitasta School of Law, Kashmir University, and Kashmir Law College showed extraordinary commitment—85% maintained over 90% attendance across our record 140 sessions.
- We solidified our Vahura partnership for Career Lab, expanded our English & Skill Development modules, and implemented structured wellness sessions.
- We also celebrated a milestone that speaks to our long-term vision: alumni returned to lead campus visits, and in one case, join our core team. This cycle of return and giving back embodies exactly the kind of sustainable attitudinal changes we're working toward.



# Our Impact since inception

*Our investment in long-term career development continues to show results:*

90%

of our fellows from Cohort 1 have secured full-time positions at leading law firms and courts across the country.

83.3%

of 18 graduated fellows across 3 cohorts, are working in full-time legal roles or completing their second internship.

These outcomes are part of a growing pattern. Most of our alumni are continuing to independently take on internships, enter courtrooms and firms, and return to Lapidary during application drives. Their paths may differ, but their momentum is shared, signalling an attitude shift that the program aims to cultivate: a sense of leadership, and a commitment to giving back.

- **Areeka Mir** | Associate, Chambers of Divesh Tripathi, Delhi
- **Faleesha Manzoor** | Project Manager, Nine Oh Nine, Bengaluru
- **Madiha Zargar** | Legal Associate, High Court of Jammu & Kashmir and Ladakh
- **Nabeena N Alikadli** | Legal Associate, Eminent Jurists, New Delhi
- **Syed Reveal** | Advocate, District Court, Anantnag
- **Urba Farash** | Legal Analyst, Microland, Bengaluru
- **Syed Fatima** | Associate, Jerome Merchant and Partners, Mumbai
- **Ibtisam Gani** | Advocate, District Court, Srinagar
- **Osheeba Bashir** | Legal Associate, Lakshmikumaran & Sridharan, New Delhi
- **Bazilla Miraj** | Program Associate, Lapidary Foundation
- **Mehvish Iqbal** | Advocate, District Court, Srinagar

*Osheeba Bashir, Cohort 2,  
Legal Associate,  
LKS, Delhi*



*Bazilla Miraj,  
Cohort 2,  
Program Associate,  
Lapidary Foundation*

*Mehvish Iqbal, Cohort 2,  
Advocate,  
District Court, Srinagar*

“So initially I believed that this course solely focuses on corporate law and I wasn't interested in the same. During the fellowship, I discovered that this course covers broader topics which align with my interests like improving research skills, problem solving methods and more. Now I am developing a keen interest in corporate law and hope to pursue it.”

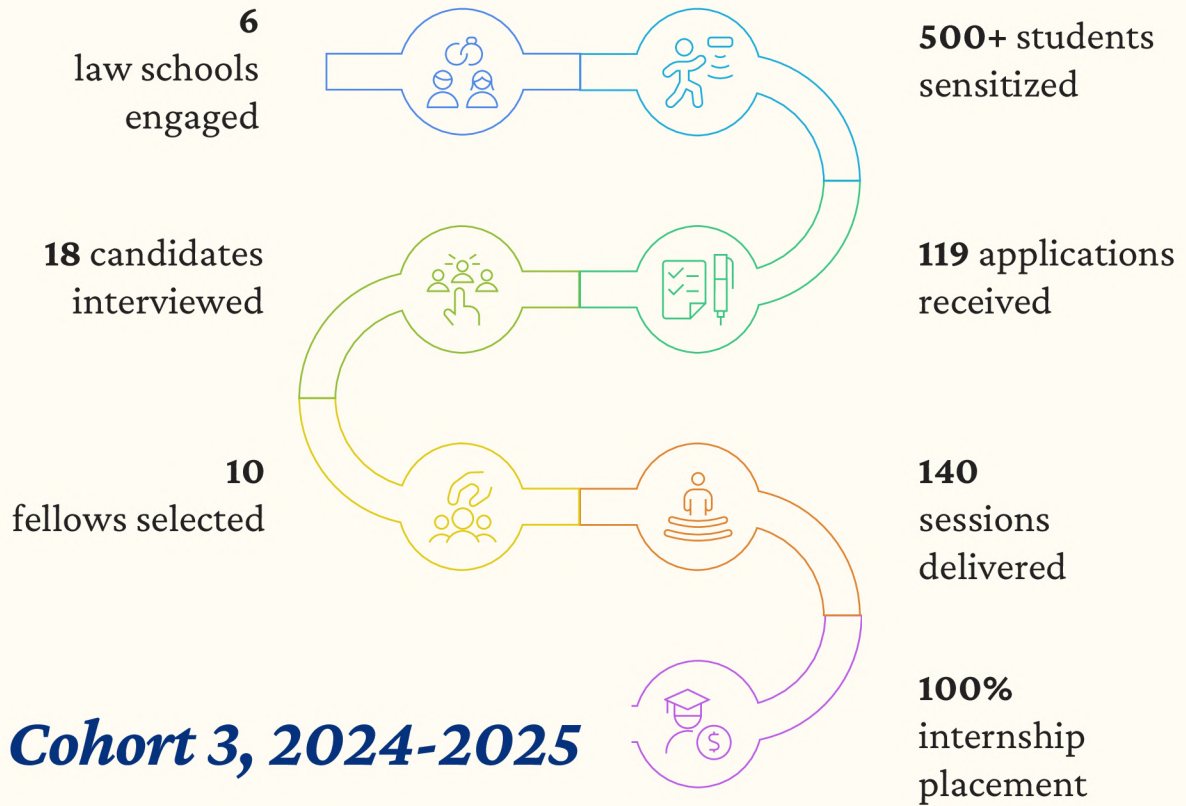
**Nazeena Rashid, Cohort 3**

**39%**

*of our fellows who have graduated from their colleges are now working in corporate legal roles*

reflecting a fundamental transformation in how Kashmir law students view their professional possibilities. Most entered the fellowship seeing litigation and government jobs as their only path. With little exposure to corporate law in college, many weren't even aware of alternate career options. Through Lapidary's corporate law modules, internships, and career guidance, they discovered new possibilities—and chose them, despite regional scepticism. These graduates are now showing that merit-based, private sector careers are not only possible, but worth aspiring to.

# Cohort 3's Journey



## 100% INTERNSHIP PLACEMENTS

Every fellow from Cohort 3 secured an internship with a leading law firm, court or advocacy organization gaining real-world legal experience and the confidence to carry their learning forward.



Aga Mir Syed Ghous  
Intern,  
S&R Associates, Delhi



Nazneena Rashid  
Intern,  
JSA, Delhi



Nafia Malik  
Intern,  
JSA, Delhi



Zaid Baba  
Intern,  
Lex IP Care, Delhi



Mehreen Nanda  
Intern,  
JSA, Delhi



Zuha Beigh  
Intern,  
Touchstone Partners, Delhi



Tehreem Nazir  
Intern,  
Fidus Law Chambers, Delhi



Fatima Keng  
Intern,  
Supreme Court of India



Muheeba Ayub  
Intern,  
Supreme Court of India

# Partnership Spotlight:

## iProbono INDIA

*In collaboration with iProbono India, connecting our fellows with a national network of legal leaders for career-defining internships.*

Our partnership with iProbono India has been a cornerstone of the fellowship, providing the crucial link between our fellows' education and their first professional experiences.

Through their formidable community, our fellows have gained invaluable experience across the legal spectrum. They have honed their skills in the demanding environments of top-tier firms like **Khaitan & Co., Trilegal and Lakshmikumaran & Sridharan** and within the corporate legal teams of industry leaders such as **Mahindra & Mahindra**. Our collaboration has also opened doors to specialized practices at highly respected firms like **S&R Associates, Fidus Law Chambers and Touchstone Partners**.

The results of this exposure have been transformative: **more than 50% of fellows across 3 Cohorts have secured prestigious internships**, with many leveraging these placements into second internships and full-time job offers.

This partnership has created access to professional experiences that many of our fellows may not have otherwise had, due to the structural barriers that come with growing up in conflict-affected regions. We are deeply grateful to iProbono India and their network of partners for their steadfast support in empowering the next generation of lawyers and building a more inclusive future for all.

*Aga Mir Syed Ghous,  
S&R Associates, Delhi*

*Tehreem Nazir,  
Fidus Law Chambers, Delhi*

**Cohort 3 placements  
2024-2025**

*Zuha Beigh,  
Touchstone Partners, Delhi*



“Interning under an Advocate-on-Record (AOR) and Standing Counsel in the Supreme Court, it was an opportunity I never dreamt of. All of this became possible only through the guidance of Lapidary Foundation and they left no stone unturned to ensure we secured internships at such a prestigious litigation office. I am deeply grateful for the unwavering guidance and support throughout this journey. At a time when uncertainty clouded our minds, Talha Ma'am showed us the way forward!”

**Muheeba Ayub, Cohort 3**

A woman with dark hair, wearing a black blazer over a white collared shirt, stands on a green lawn. Behind her is a large, reddish-brown stone wall with the words "SUPREME COURT OF INDIA" in large, yellow, 3D block letters. In the background, the steps and entrance of the Supreme Court building are visible under a clear sky.

**SUPREME COURT OF INDIA**

1

## Developing pathways for local success

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While our corporate internship placements have been transformative, we learned the importance of creating pathways within Kashmir as well. Not every fellow aspires to leave the region, and expanding local legal opportunities—through our litigation modules and competitive exam preparation—deserves our focus.

2

## Focus on the Self

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Our most impactful addition has been sessions focused on personal development—mental health support, storytelling workshops, anxiety management, and leadership development—fundamental tools that help our fellows navigate the unique pressures of being young professionals from a conflict-affected region.

# Our Learnings

Three years of operating in Kashmir's unique educational landscape have taught us invaluable lessons about the systemic challenges our fellows face and how we can better serve them. And as we complete our third year, one principle has guided our growth: **responsiveness**. From expanding outreach to evolving the curriculum, every decision has been shaped by listening—to our fellows, to our faculty, and to the systemic gaps they've helped us see more clearly.

3

## Internships are non-negotiable

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We learned that internships are confidence catalysts and essential to a holistic learning development. Fellows return from internships fundamentally changed, having seen what they're capable of achieving. This insight led us to move from selective internship placements (top 30%) to our current approach: every fellow, regardless of initial performance, receives internship placements.

4

## The Critical Role of Mentorship

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Structured mentorship emerged as non-negotiable. We are now formalizing buddy programs, alumni mentorship tracks, and ongoing guidance frameworks. The impact is measurable—fellows with strong mentorship support show significantly better outcomes across all metrics.

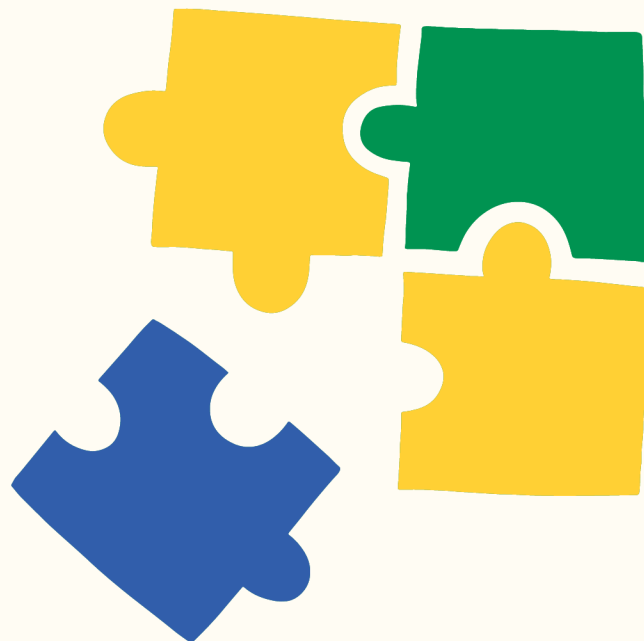


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## Formalizing University Relationships

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Ad-hoc campus visits weren't enough. We needed systematic engagement with Kashmir's law schools through formal MOUs, allowing us to understand student needs more deeply, reach more fellows, and create sustainable partnerships that benefit both institutions and students.



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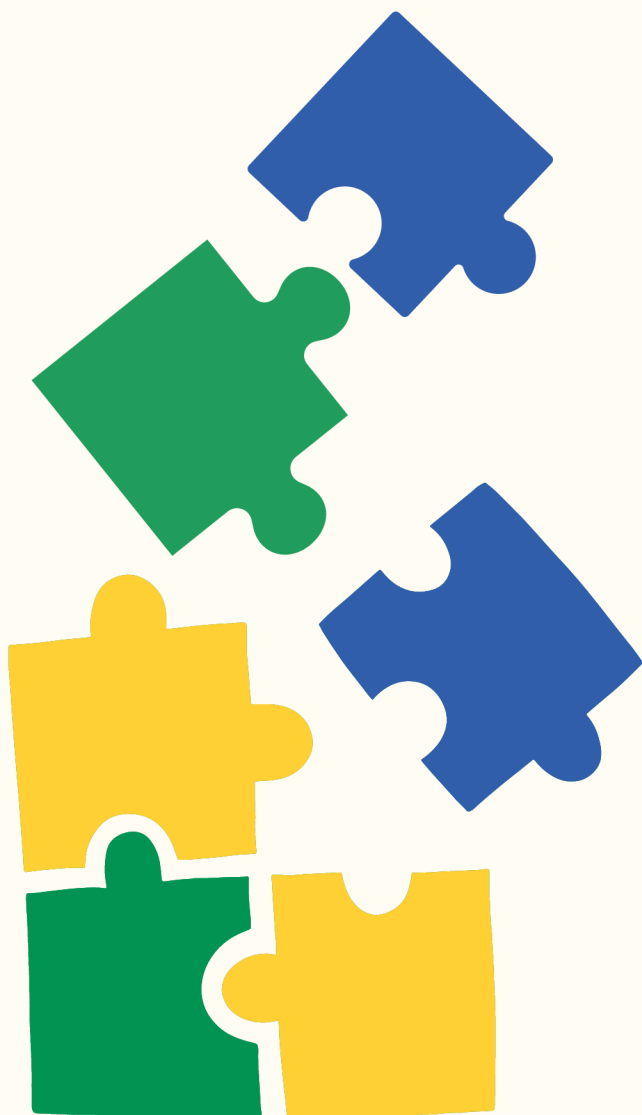
## Once a Fellow, Always a Fellow

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Perhaps our most important learning this year was about the importance of looking beyond conventional metrics. Kamran Bhat's journey with us began with a quality we value deeply: exceptional attendance, a clear indicator of his consistency and dedication. We knew this was a strength worth investing in.

Through intensive mentorship and a transformative assessment internship at Microland, Bangalore, Kamran has become one of our standout success stories and a reminder of why we must look beyond conventional benchmarks in Kashmir's educational context, where outdated curricula and traditional teaching methodologies often mask true capability.

This experience reinforced our commitment to holistic evaluation and our "*once a fellow, always a fellow*" philosophy, where we provide ongoing support well beyond program completion—from securing further opportunities to tracking careers and remaining available for guidance whenever needed.



# Program Overview

Our nine-month Fellowship program equips 2nd-3rd year LL.B. and 3rd-5th year BA LL.B. students from Kashmir with the skills they need to thrive as public-spirited professionals. Grounded in over 180 hours of hybrid training (including 60+ hours of in-person sessions), the fellowship combines:



# Strengthening the Fellowship

We deepened the fellowship's core offerings and wove in targeted enhancements based on course assessment surveys conducted throughout the previous year and one-on-one touchpoints conducted with cohort members. Each track was deliberately designed to translate directly into internship success and long-term confidence.

## KEY REFINEMENTS

### **ENGLISH SKILLS TRACK (E1-E25)**

Strengthened the track through 25 hands-on workshops on topics like proofreading, paragraph structure, JAM ("Just a Minute"), sequencing in writing, and presentation skills, grammar, and oral advocacy.

### **SKILL-DEVELOPMENT LABS (SD1-SD13)**

The 2024-25 curriculum includes 13 explicit Skill-Development workshops (SD1-SD13), focusing on practical lawyering skills beyond the traditional modules.

### **WELLNESS CLUB**

Six "Wellness Club" meetups with YourDOST are formally built into the curriculum for targeted mental-health support.

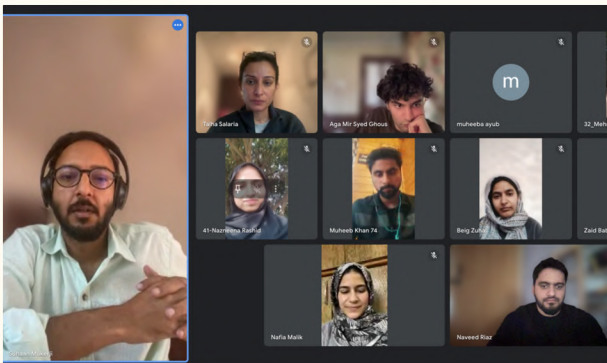
### **CAREER LAB: COLLABORATED WITH VAHURA**

Five career-prep workshops including résumé refinement, LinkedIn profile building, and mock interviews delivered by Vahura, a leading career accelerator platform.

## SESSIONS THROUGHOUT THE YEAR

The past year was marked by a deep commitment to learning and mentorship, with over 140 sessions conducted by an extraordinary lineup of professionals—including senior advocates, corporate counsel, judges, leading professionals and legal educators from across India. These sessions were made possible through the generous, pro bono contributions of experts who believe in Lapidary Foundation’s mission. Their time, care, and mentorship created a learning environment that went far beyond the classroom—exposing fellows to the real-world demands of legal practice while reinforcing the values of generosity, integrity, and excellence.

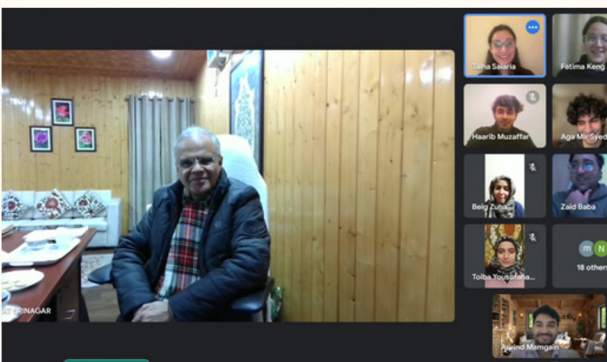
**Here’s a glimpse of the workshops and masterclasses that shaped this year’s journey:**



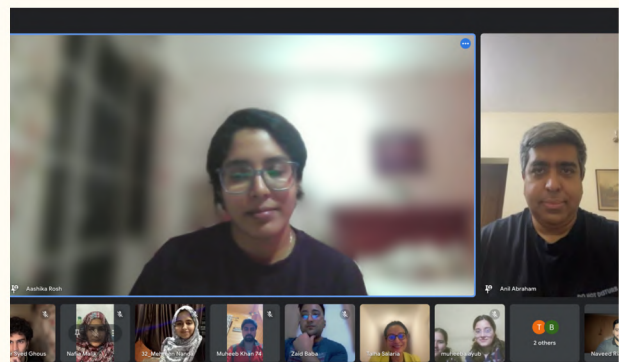
*Career Guidance session by Suhaan Mukerjee*



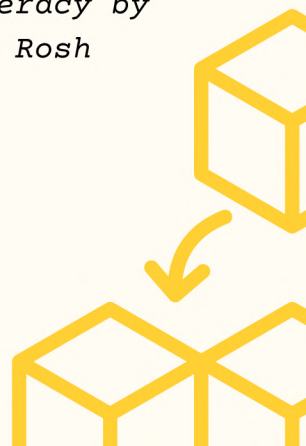
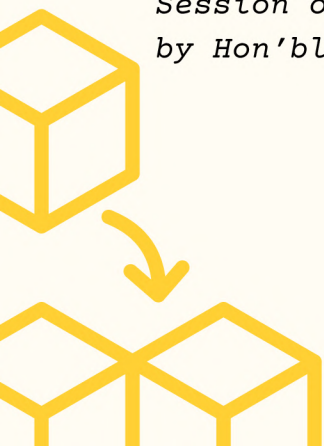
*Career Guidance session by Probir Roy Chowdhury*



*Session on Law Careers in J&K by Hon'ble Sir Mir Syed Latif*



*Session on Financial Literacy by Anil Abraham and Aashika Rosh*





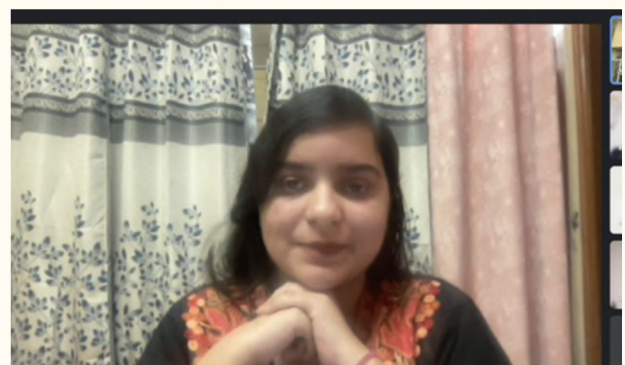
*Career Guidance session by Aditya Sondhi*



*Session on IP Fundamentals by Xerxes*



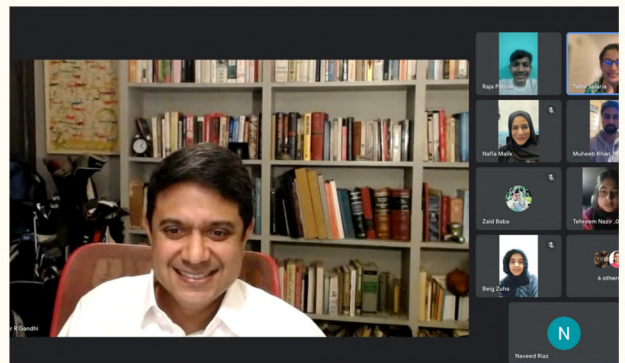
*Session on networking by Lalana Zaveri*



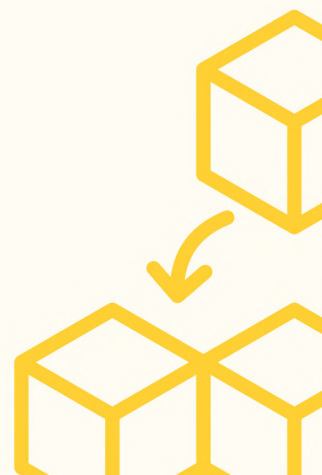
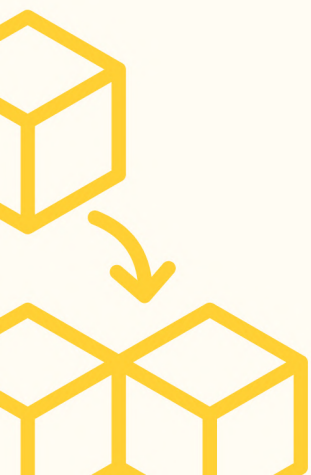
*Career Guidance session by Supriya Shekher*



*Session on Criminal Laws in India by Jawahar Raja*



*Session on Competition Law by Samir R Gandhi*

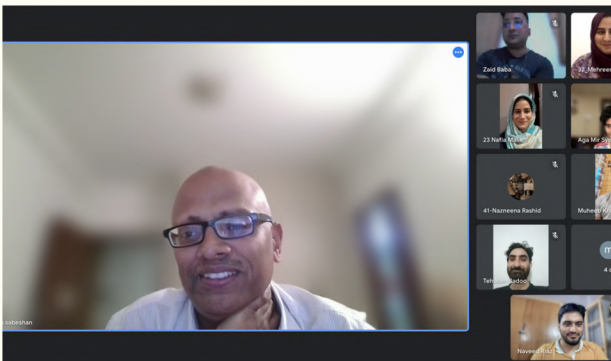




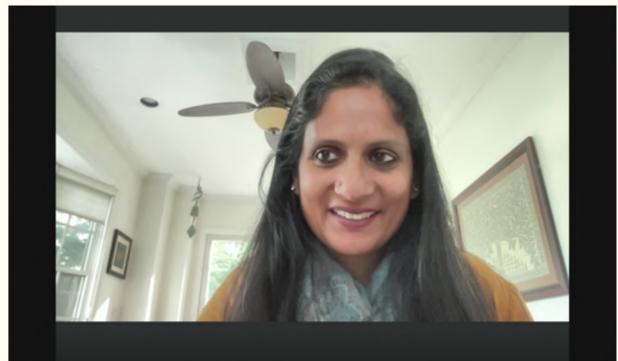
*Session on AI in the Legal Field  
by Mathew Chandy*



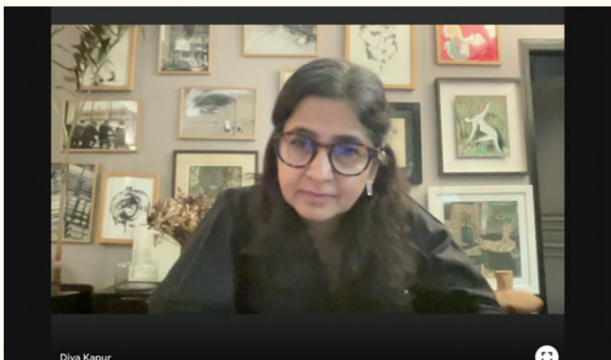
*Career Guidance session by  
Mujtabba Hussain*



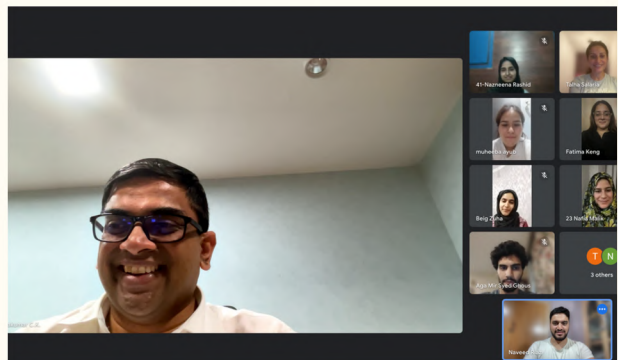
*Career Guidance session  
by Prashant Sabeshan*



*Session on Arbitration/Mediation  
by Tara Ollapally*



*Session on Dispute Resolution by  
Diya Kapur*



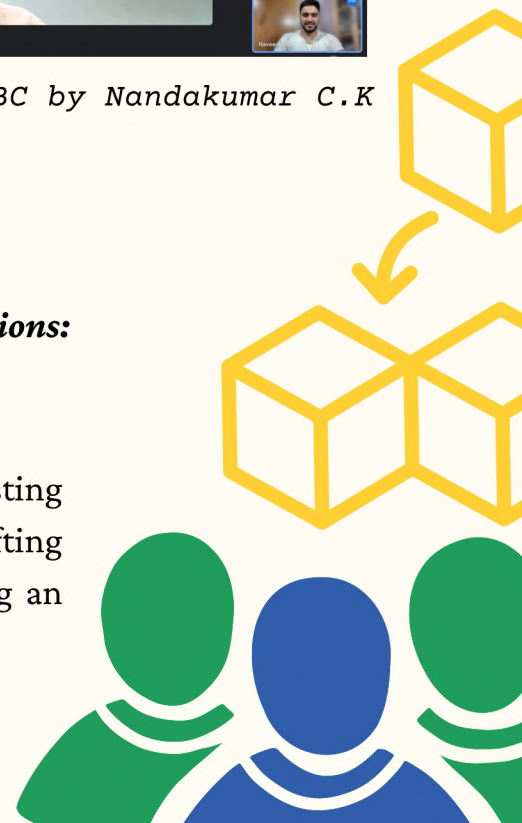
*Session on IBC by Nandakumar C.K*

## SURVEY RESULTS

***Pulling from over 97 individual responses across all our sessions:***

**100%**

of fellows reported that these sessions were useful, interesting and applicable to real-world settings: whether it was drafting memos, making presentations, negotiating terms, attending an interview or during internship assignments.



# Partnership Spotlight:

## Vahura's Navigator Vertical

### *Collaboration with India's Leading Legal Recruitment Platform*

We are proud to announce our strategic partnership with Vahura, India's premier legal recruitment firm, marking a significant milestone in our mission to bridge the gap between Kashmir's law students and national career opportunities.

**During September 28-29, 2024 Vahura conducted an intensive, two-day masterclass** for our fellows to cover critical career preparation areas often missing from traditional legal education. **Day 1** focused on Professional Presentation, featuring a masterclass on cover letter and resume writing, one-on-one expert guidance, and group review sessions. **Day 2** covered Career & Interview Strategies, with a comprehensive overview of post-law school options, mock interviews, and strategic discussions on converting internships into full-time offers. The masterclass was led by Shahzar Hussain, Vahura's seasoned recruitment expert. His commitment to expanding opportunities for law students aligns perfectly with our mission, and his expertise provided our fellows with invaluable industry insights and perspectives they couldn't access otherwise.

#### **Why This Partnership Matters**

##### **For Our Fellows:**

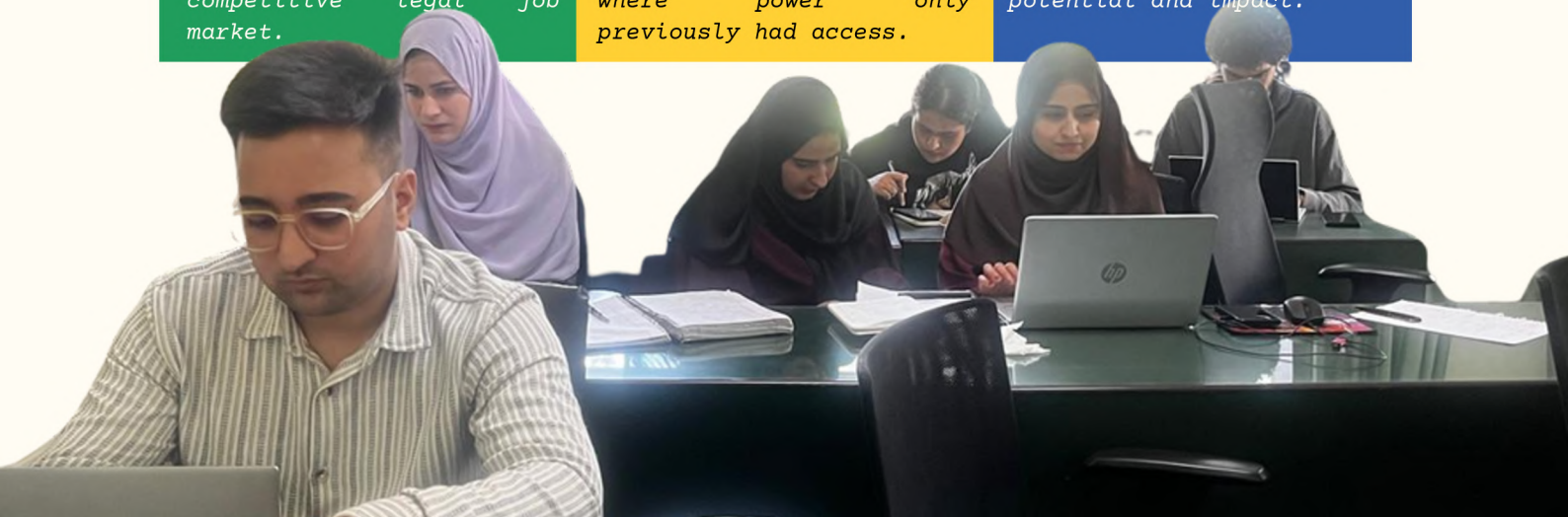
Direct access to India's leading legal recruitment experts, professional development training typically available only in metropolitan centres, and personalized guidance on navigating the competitive legal job market.

##### **For the Legal Industry:**

An opportunity for a premier recruitment firm to discover and nurture talent from an underrepresented region, demonstrating for our fellows that merit transcends boundaries where power only previously had access.

##### **For Our Mission:**

Validation of our approach and the calibre of our fellows—when India's top legal recruitment platform invests two days of intensive, pro bono training, it signals recognition of both potential and impact.



# Community in Action: Engagement Efforts

In 2024–25, our work extended far beyond the classroom. We strengthened relationships with parents, alumni, and future fellows and built new platforms for visibility and connection. These efforts reflect Lapidary’s commitment to cultivating a thriving community of changemakers in Kashmir and beyond.

## PARENTAL ENGAGEMENT: BUILDING TRUST FROM THE START

As part of the fellows’ onboarding process, we engaged with the families of our Cohort 3 fellows—explaining the goals of the program, why it matters, and what their children would gain. In follow-up conversations, parents shared the changes they saw: clearer communication, more confidence, and a renewed sense of direction. These quiet transformations are often the most profound, and we’re proud that parents have become one of our most honest barometers of success.



## ALUMNI DAY: A FIRST FOR LAPIDARY FOUNDATION

In late 2024, we hosted our **first-ever Alumni Day** at Raj Bagh, in Srinagar—a joyful, reflective gathering that brought together past and present fellows. The day included team-building exercises, informal games, one-on-one career mentoring sessions, and alumni talks. Former fellows spoke candidly about their challenges and growth since graduating, offering current fellows a rare and grounded glimpse into the realities of building a career in law. The message was clear:

*Once a fellow,*



*always a fellow.*

## ALUMNI IN ACTION: APPLICATION DRIVES & LEADERSHIP

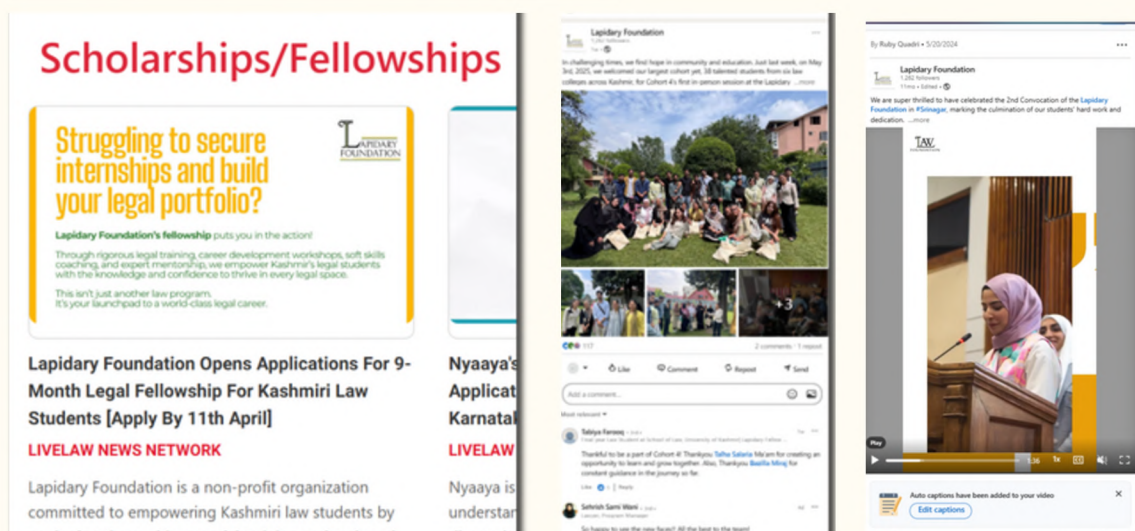
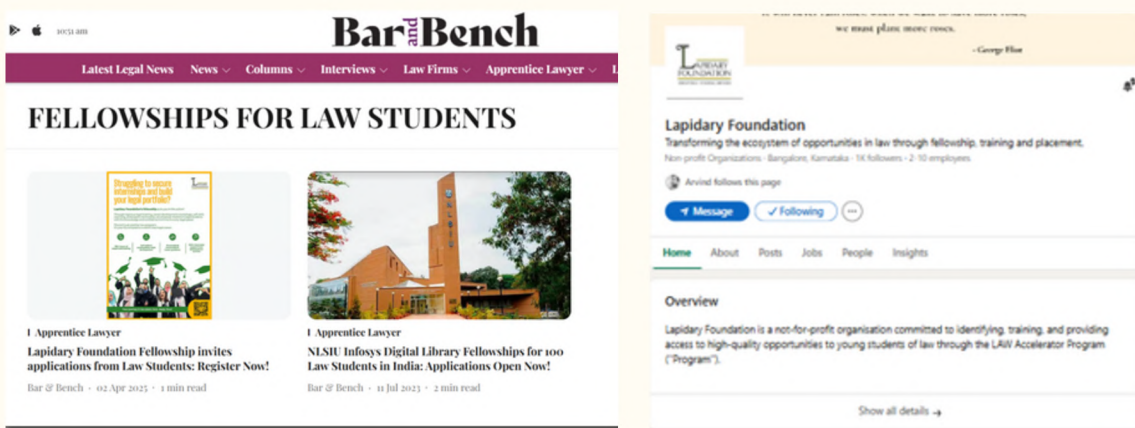
During our **campus visits for the year 2024-25**, alumni took the lead, speaking to law students across six colleges in Kashmir. They shared what the fellowship meant to them, how it changed their thinking, and what internships had taught them about the law in action. **Bazilla Miraj, from Cohort 2**, now plays a key bridging role as **Program Associate**, helping connect alumni, current fellows, and the internal team. And **Ummar Jumal, our Outreach Coordinator**, helped us deepen these college partnerships ensuring that every visit left behind not just information, but inspiration.



# COMMUNICATIONS & VISIBILITY: TELLING OUR STORY BETTER

This year marked a turning point in how we share our work with the world:

- We launched our **LinkedIn** presence in May 2024 to spotlight student achievements, alumni reflections, and program milestones. Since then we have achieved a steadily growing base of **1260+** followers, **72,500+** impressions, and consistently increasing engagement with published posts.
- For the first time, we published our call for applications on platforms like **LiveLaw, Bar & Bench and LawOctopus** helping us reach students who might never have heard of Lapidary otherwise. Through these portals, we have gained a total of **50+ applications**.
- Behind the scenes, we also began streamlining our communications strategy: making our messaging clearer, our visuals sharper, and our storytelling more consistent.



# In Their Words

*Reflections from Fellows and Family*

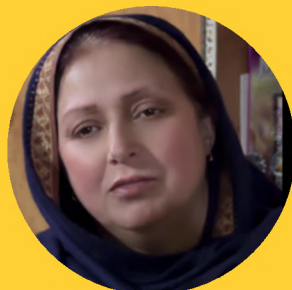
“When Mehreen joined this course, I wasn't sure what to expect, but I have seen a remarkable change in her. She is more focused, confident, and clear about her goals. Her internship in Delhi was her first time traveling outside the city, and it truly shaped her and helped her make her own decisions. She has become more mature and more assured. I encourage other parents to let their children explore such opportunities. I think these internships play a huge role in shaping their future. Thank you once again to the Lapidary Foundation for making this possible.”

**NISAR HUSSAIN NANDA,  
FATHER OF MEHREEN NANDA**



“As a mother, I have seen my child grow more focused, confident, and career-driven after the course. She gained valuable legal skills and handled her internship trip with great maturity. I was initially anxious, but now I am hopeful and proud. I would definitely recommend this course to other parents.”

**NARGIS KENG,  
MOTHER OF  
FATIMA KENG**



“When my child joined the Lapidary Foundation, I was nervous but they returned with stories of hands-on experience, network and personal growth. We are having legal discussions at home. It is clear this program shaped her life.”

**MOHD. AYOUB,  
FATHER OF  
MUHEEBA AYOUB**



## 'A Letter to My Younger Self'

While skill development and technical training form a core part of our program, we place an equal weight on reflective sessions and storytelling. It is important to us that our fellows have space to reflect on their growth over the past few years and are equipped with the language and techniques to tell their stories in their own words. After completing their internship, Cohort 3 wrote letters to their past selves, conversing with and grappling with their dreams, aspirations, and sense of self, all of which have grown and changed in myriad ways throughout their journey with us. We are grateful to be able to share a few of these letters with you.



## Dear Younger Me,

You have no idea what's coming. Right now, you probably think this fellowship is just another thing to add to your plate, something that won't really change anything. But trust me—it's going to be one of the best things that happens to you.

You're going to meet teachers who make you feel heard, who never make you feel dumb, no matter how basic your questions are. Even when they're drowning in work, they'll push you, challenge you, and believe in you—especially on the days you don't believe in yourself. And you'll finally understand something important: you were never dumb. You just needed the right guidance, the right people to show you what you're capable of. Someone like Talha Ma'am, who will see potential in you before you see it in yourself, who will push you out of your comfort zone but never let you feel lost. She will challenge you, encourage you, and somehow, even on the busiest of days, make sure you keep striving for more.

You'll start speaking up more. You won't hesitate to answer questions, even when you're unsure. Your confidence will grow, your vocabulary will improve, and you'll learn to handle things in a way that actually makes you proud of yourself.

But it's not just about growth—it's about the little moments too. The late Maghrib bus rides with your friends, those chai breaks when you know you're already late but stay anyway. Clicking random pictures, laughing over the smallest things, and having conversations that make you think differently. You'll realise that this journey isn't just about what you learn, but about the people who make it unforgettable.

This will be the most productive, exciting, and meaningful year of your law school life. So don't overthink it. Say yes to things, take every opportunity, and make the most of every moment.

Because trust me—you won't regret it.

With love and a lot of excitement,

**Nafia Malik,**  
**Cohort 3**



# Coffee With My Past Self

She sits at the table, hands gripping her cup, eyes darting around as if she doesn't belong here. She's anxious, restless, like she's waiting for bad news. My past self.

I, on the other hand, step in with quiet confidence, the weight of time settling easily on my shoulders. I slide into the seat across from her, offering a small, knowing smile. She studies me, unsure.

“Did we make it?” she finally asks, voice hesitant, almost afraid of the answer. I take a slow sip of my coffee before replying. “We did.”

She blinks, as if she misheard me. I see the doubt flicker, the old fear that dreams are just fragile things meant to break.

“Remember the nights you prayed?” I ask. She nods, fingers tightening around her cup. “Well, it came true.” Her breath catches.

“You got into the fellowship you dreamed of, the one that didn't just shape your skills but introduced you to people who changed you. You met Talha Ma'am!!! Who didn't just teach you, but believed in you.”

She swallows hard. “And the Internship?” she whispers.

I chuckle. “You walked into the halls of Supreme Court with purpose, not just as a visitor, but as someone who belonged.”

She exhales, a shaky breath, as if releasing years of uncertainty.

“And the struggles?” she asks.

I set my cup down, meeting her gaze. “They didn't stop. But you stopped letting them define you.”

A silence lingers, heavy yet comforting. Then, she nods, a small, hesitant smile forming, the first sign of trust.

“I think I like who we become,” she murmurs. I watch as she fades into the past, no longer burdened by fear. Raising my cup, I smile.

**Fatima Keng,  
Cohort 3**



# Trustee and Advisory Meetings: Highlights

**MAY 16<sup>TH</sup> - 2024**

The first Advisory Meeting of the fiscal year covered several foundational aspects:

- Presentation of the annual report for 2023-24.
- Unveiling of our new logo.
- Updates on student selection process and curriculum for Cohort 3.
- Discussion of key strategic priorities including our mission statement, scale of operations, fundraising strategy, institutionalization efforts, alumni engagement, and storytelling.
- Introduction of litigation training as a new component.
- Plans for enhanced mental health support for fellows.

**AUGUST 14<sup>TH</sup> - 2024**

This mid-year meeting focused on follow-up from previous discussions:

- Refinement of our mission statement.
- Progress updates on scale of operations and fundraising initiatives.
- Implementation status of institutionalization procedures.
- Progress on alumni engagement programming.
- Launch of our foundation name change video.
- Strategic discussion on making the most of our advisors and team expertise.



**FEBRUARY 13<sup>TH</sup> - 2025**

The final advisory meeting of the fiscal year highlighted our achievements and future planning:

- **Team Growth:** Welcomed two new team members—Arvind (Program Manager) and Anjali (Program Associate, Communications).
- **Cohort 3 Progress:** 100+ sessions completed with 88% average attendance and 100% internship placement at firms like Trilegal, Khaitan & Co, LexIP Care, JSA, and BTG Legal.
- **Outreach & Awareness:** Peer-led sessions engaged 200+ students across six law colleges.
- **Partnerships:** Discussed MOU with Kashmir University (overseeing 5 of 6 law schools) in progress; exploring collaborations with The Nudge and NSRCEL.
- **Impact Strategy:** Plans to conduct Social Return on Investment (SROI) analysis with Azim Premji University.
- **Program Expansion:** Cohort 4 to include 20 fellows, with targets of 50 for Cohort 5 and 80 for Cohort 6.
- **Fundraising Shift:** Moving toward structured fundraising with per-fellow costing, alumni pledges, and targeted outreach to the Kashmiri diaspora.
- **Tech & Tools:** LMS integration planned for Cohort 4; exploration of Social Stock Exchange listing underway.
- **Alumni Engagement:** Launching the “Be a Buddy” mentorship program, alumni spotlight features, and regular webinars.





**Sashi Rajamani**  
SVP Chairperson, Bengaluru  
Chapter



**Jyoti Sagar**  
Founder & Chairman  
Emeritus, JSA



**Anuja Master Bose**  
Philanthropy Strategy Advisor,  
Bangalore



**Sharmila Subramaniam**  
Communication  
Consultant



**Rishikesh T. Krishnan**  
Director,  
IIM Bangalore

Bhavana Chakragiri  
Faculty

## Our Advisors, Faculty and Trustees

Bhavin Patel  
Faculty

Lalana Zaveri  
Faculty



Purna Kaul  
Faculty



Probir Roy Chowdhury  
Trustee,  
Equity Partner, JSA



Talha Salaria  
Founder Trustee



Bharathi Jacob  
Trustee,  
Co-Founder, Seedfund Advisors

# Acknowledgments

## INTERNSHIP PARTNERS

We extend our sincere gratitude to the following firms and organizations that provided invaluable support and internship opportunities to our fellows for the year 2024-2025:

- IProbono
- Fidus Law Chambers
- JSA
- LexIp Care
- S&R Associates
- Touchstone Partners

## OUR DONORS

We extend our sincere gratitude to our donors whose continued support has enabled the growth and impact of the Lapidary Fellowship:

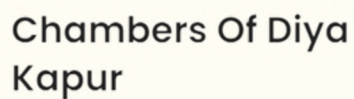
- Annie Chandy Mathew
- Miriam Menacherry Chandy
- Roshan Lal Charitable Trust
- Shagufta Salaria
- Talha Salaria

## OUR FACULTY

We extend our sincere gratitude to all faculty members and guest lecturers whose expertise, time, and care have shaped the learning journeys of our fellows:

- |                 |                      |                       |                   |
|-----------------|----------------------|-----------------------|-------------------|
| • Aditya Sondhi | • Bhavana Chakragiri | • Mujtabba Hussain    | • Suhaan Mukerjee |
| • Ajay Bahl     | • Diya Kapur         | • Nanda Kumar         | • Supriya Shekher |
| • Amit Kapur    | • Jawahar Raja       | • Prashant Sabeshan   | • Talha Salaria   |
| • Amit Mohgay   | • Lalana Zaveri      | • Prerna Kaul         | • Tara Ollapally  |
| • Anil Abraham  | • Mathew Chandy      | • Probir Roy Choudury | • Xerxes          |
| • Bhavin Patel  | • Mayur Sharma       | • Samir R Gandhi      |                   |

## OUR PARTNERS



# Looking Ahead: Laying the Groundwork for Scalable Impact

As Lapidary Foundation moves into 2025–26, we are focused on building the systems, structures, and relationships that will allow us to grow with intention. From doubling our cohort size to deepening alumni networks and implementing better feedback tools, we are laying the groundwork for a stronger, more scalable program.

## PROGRAM GROWTH & DEVELOPMENT

- Increase cohort size to 60 students.
- Develop an ‘English Development Track’ as a pipeline to the fellowship.
- Formalize feedback mechanisms.
- Implement a buddy program to ensure guidance and peer support for fellows for successful program completion.

## PARTNERSHIPS

- Finalize MoUs with University of Kashmir and Central University of Kashmir.
- Initiate partnerships with law firms, NGOs, and advocacy groups to strengthen internship pipelines.
- Leverage alumni networks to support current fellows .

## PEOPLE & PROCESS

- Build a lean implementation team.
- Establish recruitment committees.
- Form a governance board to oversee strategic growth within Kashmir.
- Form an alumni advisory committee to assist with initiatives to strengthen engagement with alumni.

## SYSTEMS, STORYTELLING AND SUSTAINABILITY

- Integrate LMS tools.
- Formalise storytelling campaigns.
- Establish baseline metrics.
- Launch the annual Lapidary Foundation Conference in Kashmir.
- Launch Lapidary Foundation’s podcast and zine.

# Thank you

*to all our stakeholders for your unwavering and deeply impactful support.*

Many of our fellows come from families that have faced generational barriers to opportunity. The challenges they carry are not small. But because of your support, neither is the change they are creating. Each time a fellow confidently steps into a full-time role, they break through the economic and systemic barriers they've been historically locked under.

This individual transformation creates something even more powerful—ripple effects that extend far beyond our fellows themselves. Your support makes visible talent that has been hidden, empowers voices that haven't been heard, and brings hope to youth in conflict-affected communities where potential often goes unrecognized. When you invest in our fellows, you invest in the possibility that others like them will see a path forward.

Thanks to your generosity, we saw a year of remarkable growth for all our fellows and alumni. The most meaningful milestones, however, can't be listed on a timeline. We saw change up close: in the confidence of our fellows, the reflections of our alumni, and the words of parents who told us what this program has meant to their children. That impact belongs to you, too.

Once again, thank you for your unwavering commitment and support. Together, we are making a tangible difference in the lives of those who need it most.

With deep gratitude,  
**Team Lapidary**

**L**APIDARY  
FOUNDATION  
SHAPING YOUNG MINDS

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